

### 1. WHAT IS OUR VIRTUAL DIVERSITY RECRUITMENT BOOTCAMPS

DMBA Diversity Recruiting Bootcamp focuses on inclusive diversity recruiting and the competencies required. This will provide an integrated platform for engagement in courageous conversation dialogue, assessment and training to enhance recruiting lens of all participants. Best practices will be learned and shared from DMBA original data from the annual inclusive leadership index. Companies should attend to receive marketplace training designed for recruiters at all levels, all disciplines and industries. The common focus will be to support the development of comprehensive diversity recruiting framework while integrating best practices specific to specific constituency needs and requirements.

#### BENEFITS & OUTCOMES OF TRAINING

- Learn how to integrate positive micro messages into attracting and retaining talent.
- Learn the different perspectives of how D&I is integrated in developing and retaining the right talent.
- Understand the importance of recognizing hard wired bias; so that you can mitigate the behavior that potentially causes conflict.
- Learn how to engage in safe conversations on how to uncover bias in talent acquisition.
- Learn best practices on how to leverage targeted recruiting strategies.
- Gain knowledge on real-time insights from DMBA inclusive Leadership index on the current landscape of recruiting.

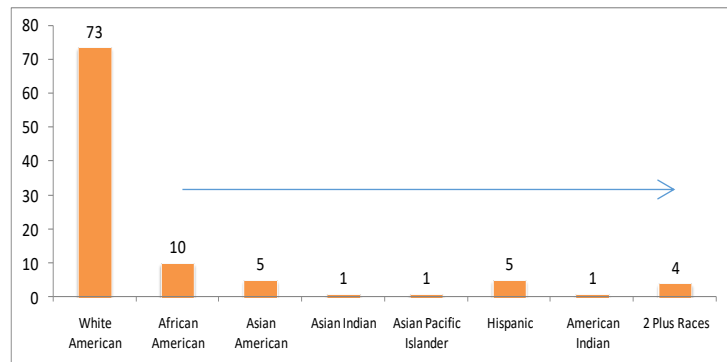
### 2. BENCHMARK & INSIGHTS: UNDERSTANDING RESEARCH DATA SETS



#### Benchmark: Inclusive Leadership Index

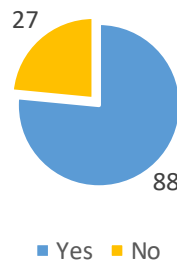
- 800 Unique Companies**
- 5,000 average employee base for Regional companies**
- 600 companies participate on an annual basis**
- 35,000 Average Employee Base for Multi-National companies**
- 38 Industries**

**Recruiters by Ethnicity**  
Average Percent of Recruiters by Ethnicity  
(Includes Both Genders)

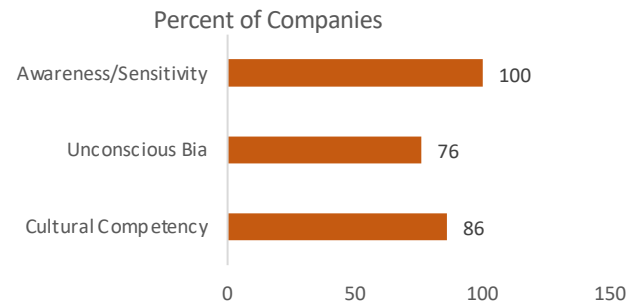


#### Best Practice Insights on Recruiter Training for Diversity

##### Companies with Dedicated Recruiters



##### Types of Training Required for Recruiters



### 3. VIRTUAL BOOTCAMP TOPICS:

We develop topics based on what is most relevant at the time of the bootcamps. The focus is on best practices that support strategies to that mitigate barriers and identify solutions.

Here the the upcoming bootcamps for 2022:

- **RECRUITING BOOTCAMP SESSION 1 - APRIL 28:** *Sourcing Talent In the New Normal*
- **RECRUITING BOOTCAMP SESSION 2 - JUNE 9:** *Eliminating Bias in Job Selection*
- **RECRUITING BOOTCAMP SESSION 3 - OCTOBER 6:** *Advancing & Retaining Talent in the Extended New Normal*
- **RECRUITING BOOTCAMP SESSION 4 - DECEMBER 8:** *Metrics that Achieve Diversity Recruiting Success*